



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

July 14, 2011

MEMORANDUM FOR CHIEF OF NAVAL OPERATIONS
COMMANDANT OF THE MARINE CORPS

SUBJECT: Policy for Naval Academy and Reserve Officers Training Corps (ROTC)
Graduates Seeking to Pursue a Special or Unique Talent Before Completion
of their Active Duty Service Obligations (ADSO)

References: (a) Policy for Academy and ROTC Graduates Seeking to Participate in
Professional Sports Before Completion of their Active Duty Service
Obligations (ADSO), dated August 24, 2007
(b) SECNAV Memorandum, Policy for Academy and ROTC Graduates
Seeking to Participate in Professional Sports Before Completion of their
Active Duty Service Obligations (ADSO), dated November 2, 2007

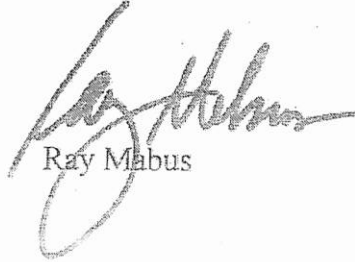
Per reference (a), this memorandum reiterates the approval authority and specific processing requirements for all requests for excess leave and early release from active duty for the purpose of pursuing a special or unique talent with potential recruiting or public affairs benefits for the Department of the Navy (DON). This memorandum supersedes reference (b).

Naval Academy or ROTC graduates with unique talents and abilities may apply for release from active duty after serving on active duty for at least 24 months of their current period of obligated service when there is a strong expectation they will provide the Navy and Marine Corps with significant favorable media exposure likely to enhance national recruiting or public affairs efforts. Personnel will be expected to use their talents in a manner that generates interest for service in the United States Navy and Marine Corps.

Personnel who believe they may benefit the DON by using their unique talents outside the Department may submit a request for release from active duty to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)), via the chain of command. The release request must contain specific proposals describing how the individual's talents will be used to benefit the DON's national recruiting or public affairs efforts. In evaluating such a request, the chain of command and ASN (M&RA) will consider the current needs of the Navy and Marine Corps, the quality of the individual's public affairs or recruiting proposal, and the likelihood that the individual's accomplishments will be sufficiently noteworthy to generate the desired benefit for the DON.

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Each decision will be made on a case-by-case basis. In addition to the policy guidance outlined above, all requests will be governed by the attached procedures and eligibility requirements.



Ray Mabus

Attachment:
As stated

cc:
ASN (M&RA)

**PROCEDURES FOR PERSONNEL SEEKING TO PURSUE ACTIVITIES WITH
POTENTIAL RECRUITING OR PUBLIC AFFAIRS BENEFIT TO THE
DEPARTMENT OF THE NAVY BEFORE COMPLETION OF THEIR ACTIVE
DUTY SERVICE OBLIGATION (ADSO)**

1. Overview. Pursuant to the policies contained in the cover memo for this Attachment, and the procedures discussed below, Naval Academy and ROTC graduates may apply for excess leave, or, if appropriate, release from active duty, to pursue an activity with potential recruiting or public affairs benefit to the Navy and Marine Corps.

2. Active duty service obligation (ADSO). Personnel must have served on active duty for at least 24 months of their current period of obligated service before being eligible to apply for excess leave or release from active duty. Personnel serving during a period of obligated service incurred for advanced education or technical training, including postgraduate education, law school, medical residency, flight training, and equivalent programs may request excess leave or early release, however, the presumption against approval of such requests will be particularly strong.

3. Excess Leave. Personnel may apply for excess leave, after serving a minimum of 24 months of the current obligated active duty period, for a period not to exceed 1 year, for the purpose of pursuing an activity with potential recruiting or public affairs benefits for the Department of the Navy. Applicants must:

a. Be in good standing, to include meeting all physical fitness requirements and standards;

b. Have secured an actual contract or binding commitment guaranteeing the opportunity to pursue an activity with potential recruiting benefits as described. The agreement must reflect the intent of both parties to employ the individual in a way that brings credit to the Department of the Navy;

c. Remain subject to recall to active duty while in an excess leave status;

d. Acknowledge in writing that there is no entitlement to pay and allowances while in an excess leave status. Members who incur a physical disability while in an excess leave status are not entitled to receive disability retired pay;

e. Acknowledge in writing that time served in excess leave will not be used to satisfy an existing ADSO.

4. Early Release. Personnel may request early release from their ADSO, after serving a minimum of 24 months of the current obligated active duty period, for the purpose of

pursuing an activity with potential recruiting or public affairs benefits for the Department of the Navy. Applicants must:

- a. Be in good standing, to include meeting all physical fitness requirements and standards;
- b. Have secured an actual contract or binding commitment with guaranteeing the opportunity to pursue an activity with potential recruiting benefits as described. The agreement must reflect the intent of both parties to employ the individual in a way that brings credit to the Department of the Navy;
- c. Acknowledge in writing that the member will be assigned to a Selected Reserve unit for a period of not less than two times the length of the individual's remaining ADSO; must meet normal retention requirements based on minimum participation standards per Title 10, United States Code, Section 10147; and be subject to immediate, involuntary recall for any reason to complete the period of active duty from which early release was granted;
- d. Acknowledge in writing that the member is subject to monetary recoupment of educational benefits at a pro-rata share based on the period of unfulfilled ADSO, and that such recoupment is in addition to the two-for-one Selected Reserve obligation required in paragraph c above. Members subject to recoupment under Title 10, United States Code, Section 2005 for receipt of advanced education assistance must reimburse the United States a pro-rata share of the cost of their advanced education assistance based on the period of unfulfilled ADSO;
- e. Acknowledge in writing that in the event the member is no longer under a contract or binding agreement, the member will either return to active duty to complete the remaining ADSO, or continue in the Selected Reserve for a period of not less than two times the length of their remaining ADSO.